



May 1989

**Distribution and Composition  
of Employee Earnings and  
Hours—Australia  
Preliminary**

**Catalogue No. 6305.0**



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**DISTRIBUTION AND COMPOSITION OF EMPLOYEE  
EARNINGS AND HOURS, AUSTRALIA  
MAY 1989, PRELIMINARY**

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## MAIN FEATURES

*Care should be taken in interpreting estimates for managerial employees which are presented according to classification by occupation, as well as status of employee. See paragraph 10 of the Explanatory Notes (Appendix A).*

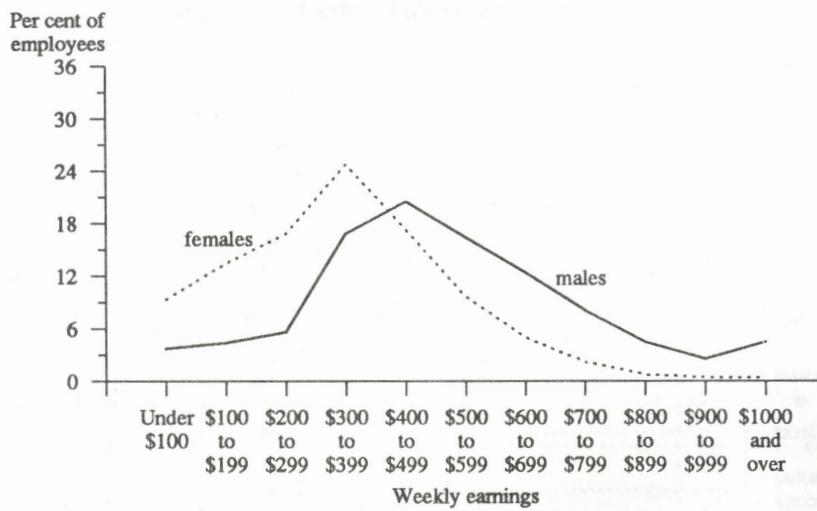
In May 1989, the estimated median weekly total earnings of all male employees was \$492.40, a 9.6 per cent increase on May 1988 (\$449.10) while the median weekly earnings of all female employees rose 9.2 per cent to \$341.90, from \$313.20 in May 1988.

Over the same period, the estimated median weekly earnings of full-time adult non-managerial employees rose 9.4 per cent for males to \$506.50 and 9.2 per cent for females, to \$424.00.

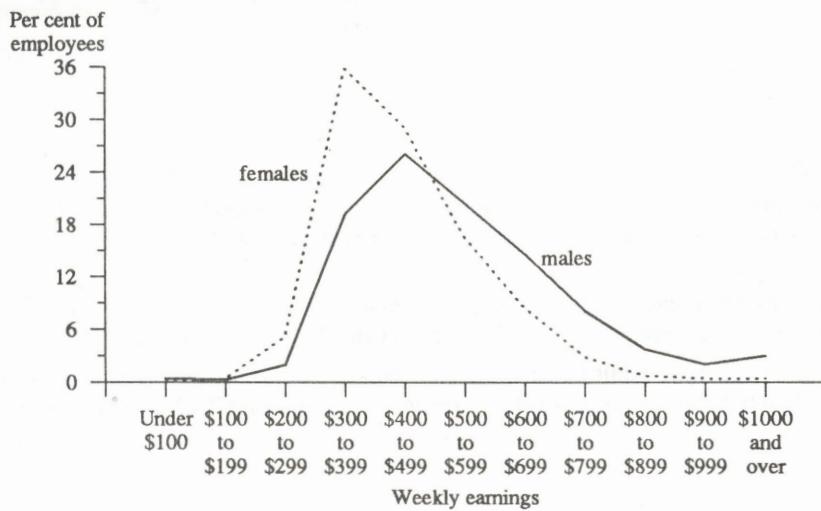
### Distribution of Earnings

Diagrams 1.1 and 1.2 show the relative distribution of all male and female employees and full-time adult non-managerial employees by levels of weekly total earnings. The concentration of females in the lower earnings ranges of both groups is apparent, with males predominating in the higher earnings ranges. The distribution patterns reflect structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

**DIAGRAM 1.1: DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1989**



**DIAGRAM 1.2: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1989**



### Earnings by Occupation

The highest average weekly total earnings for adult employees were recorded in the following occupations in the survey reference week:

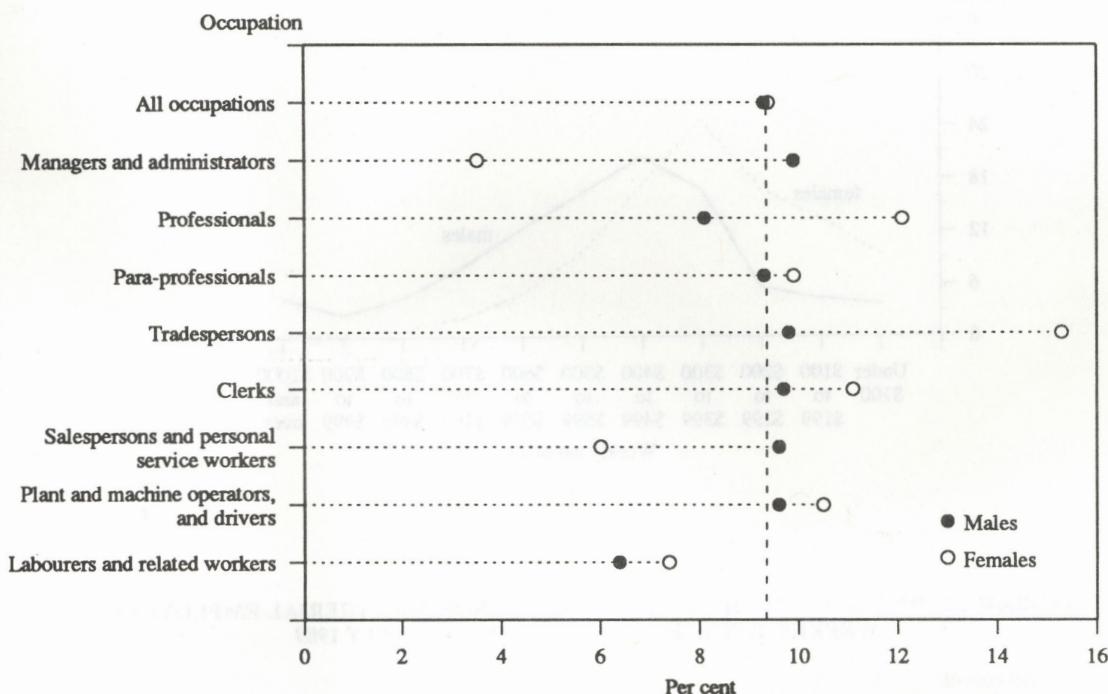
- Managers and administrators (males \$757.10, females \$544.50)
- Professionals (males \$673.90, females \$503.20)
- Para-professionals (males \$623.30, females \$467.10)

Average weekly total earnings for male Managers and administrators increased 9.9 per cent compared to May 1988. In contrast, average weekly total earnings for female Managers and administrators increased by only 3.5 per cent over the same period.

Apart from male Managers and administrators, above average increases in weekly total earnings also occurred in the following occupations in the period May 1988 to May 1989:

- Tradespersons (males 9.8 per cent, females 15.3 per cent)
- Professionals (females 12.1 per cent)
- Clerks (males 9.7 per cent, females 11.1 per cent).

**DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF ALL ADULT EMPLOYEES, BY MAJOR OCCUPATION GROUP, AUSTRALIA, MAY 1988 TO MAY 1989**



### Composition of Earnings

- The award or agreed base rate of pay component of average weekly total earnings for both adult and junior full-time non-managerial females increased at a faster rate than their male counterparts between May 1988 and May 1989.
- Significant annual percentage increases in the average amount of overaward and other pay were apparent for all employees (except public sector junior males) in the 12 months to May 1989.

Weekly overtime earnings of full-time adult non-managerial female employees averaged only \$13.20 compared to \$61.20 for adult males. Junior females had average weekly overtime earnings of \$7.40 in May 1989 compared to \$19.90 for junior males.

### Earnings by Industry

- Mining recorded the highest average weekly total earnings for full-time adult non-managerial males (\$798.20) and females (\$537.30), and full-time junior males (\$412.80).
- Retail trade had the lowest average weekly total earnings for full-time adult non-managerial males (\$435.10) and full-time junior males (\$237.10), while Textiles; Clothing and footwear (\$347.60) had the lowest for full-time adult non-managerial females.
- Transport and storage recorded the highest average weekly total earnings for full-time junior females (\$289.10) and Chemical, petroleum and coal products the lowest (\$190.00).

**DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989**

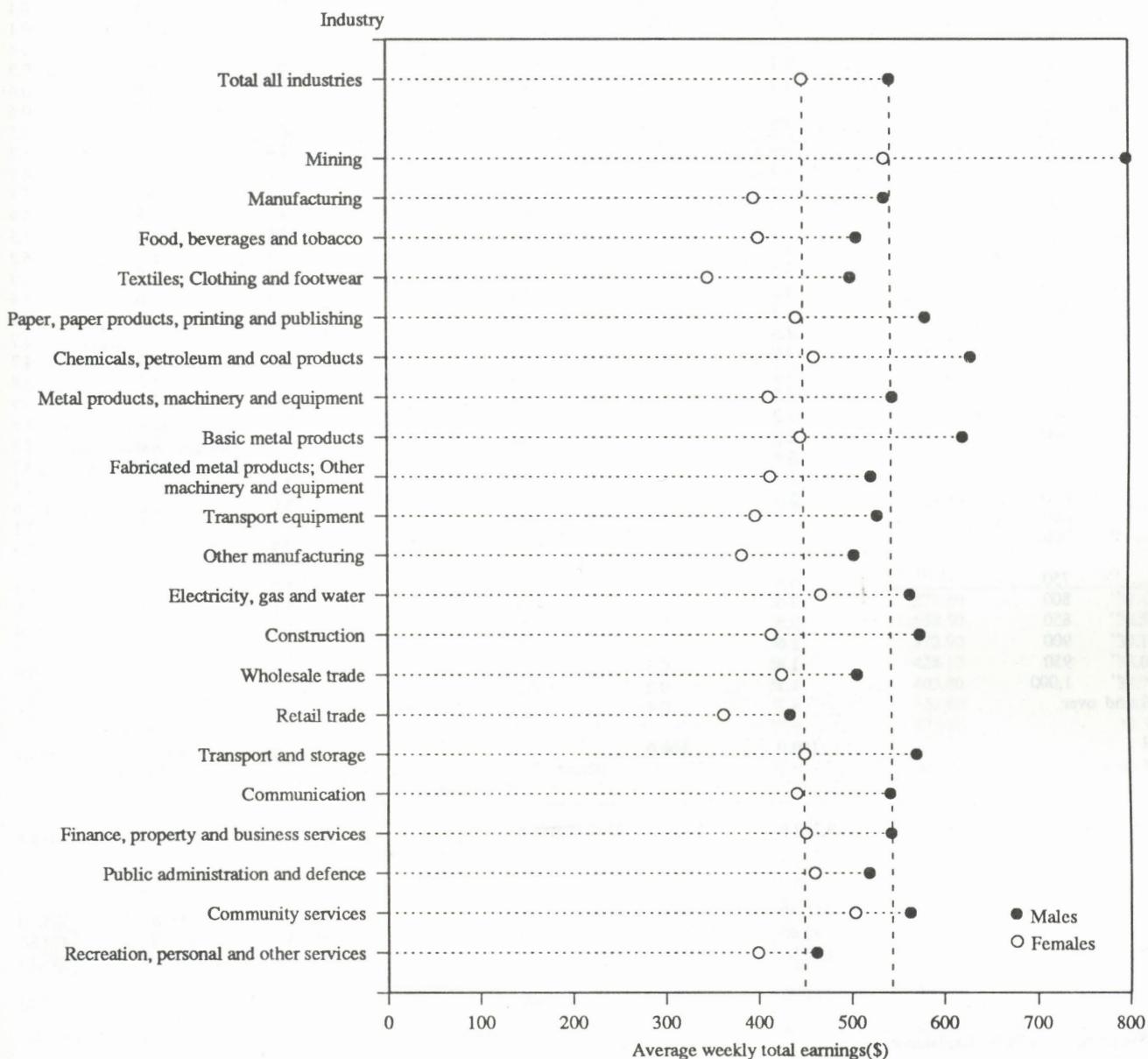


TABLE 1. DISTRIBUTION OF ALL EMPLOYEES AND FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1989

	All employees			Full-time adult non-managerial employees			
	Males	Females	Persons	Males	Females	Persons	
-per cent-							
<i>Weekly earnings (\$)-</i>							
Under 60	2.1	4.9	3.3	0.3	0.2	0.3	
60 and under 80	1.0	2.1	1.5	0.2	0.0	0.1	
80 "	0.7	2.4	1.4	0.0	0.0	0.0	
100 "	0.8	2.2	1.4	0.0	0.0	0.0	
120 "	0.7	2.8	1.6	0.1	0.1	0.1	
140 "	1.0	2.8	1.7	0.0	0.1	0.1	
160 "	1.0	2.8	1.7	0.1	0.1	0.1	
180 "	0.9	2.9	1.7	0.1	0.2	0.1	
200 "	1.1	3.5	2.1	0.3	0.5	0.4	
220 "	1.1	3.1	2.0	0.2	0.4	0.3	
240 "	1.2	3.6	2.2	0.3	0.6	0.4	
260 "	1.0	2.9	1.8	0.4	0.9	0.6	
280 "	1.3	3.8	2.4	0.8	2.8	1.5	
300 "	2.2	5.0	3.4	1.8	6.0	3.3	
320 "	2.9	4.9	3.8	3.2	6.8	4.5	
340 "	3.9	5.4	4.6	4.5	8.3	5.8	
360 "	4.0	5.2	4.5	4.9	7.8	5.9	
380 "	3.9	4.3	4.1	4.8	6.9	5.5	
400 "	4.7	4.3	4.5	5.9	6.8	6.2	
420 "	4.4	3.9	4.2	5.5	6.7	5.9	
440 "	4.2	3.3	3.8	5.3	5.6	5.4	
460 "	3.7	3.0	3.4	4.7	5.2	4.9	
480 "	3.5	2.8	3.2	4.7	4.8	4.7	
500 "	4.0	2.7	3.4	4.8	4.4	4.7	
520 "	3.1	1.8	2.6	4.1	3.2	3.8	
540 "	3.5	1.9	2.8	4.3	3.1	3.9	
560 "	3.2	2.2	2.7	3.9	3.7	3.8	
580 "	2.6	1.1	2.0	3.3	2.0	2.8	
600 "	3.1	1.5	2.4	3.6	2.6	3.3	
620 "	2.4	1.0	1.8	3.0	1.7	2.5	
640 "	2.5	1.1	1.9	3.0	1.9	2.6	
660 "	2.3	0.8	1.7	2.5	1.3	2.1	
680 "	2.1	0.6	1.5	2.4	0.9	1.9	
700 "	750	4.6	1.3	3.2	5.0	1.9	3.9
750 "	800	3.5	0.8	2.3	3.1	0.9	2.3
800 "	850	2.5	0.5	1.6	2.2	0.6	1.6
850 "	900	2.0	0.3	1.3	1.6	0.2	1.1
900 "	950	1.4	0.3	0.9	1.2	0.3	0.9
950 "	1,000	1.2	0.2	0.8	0.9	0.2	0.7
1,000 and over		4.7	0.4	2.8	3.0	0.4	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	
-'000-							
Total employees(a)	3,222.9	2,429.9	5,652.8	2,232.9	1,205.4	3,438.3	
-dollars-							
25th percentile	370.30	211.60	300.20	408.60	355.20	385.10	
50th percentile (median)	492.40	341.90	421.10	506.50	424.00	473.80	
75th percentile	652.80	454.10	574.60	638.50	519.60	599.30	
Mean earnings	527.50	346.30	449.60	543.90	449.70	510.90	

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1989  
(dollars)

Occupation (ASCO major group)	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	764.70	757.10	567.00	544.50	729.30	717.10
Professionals	711.50	673.90	591.00	503.20	663.80	596.40
Para-professionals	634.30	623.30	558.00	467.10	609.40	555.60
Tradespersons	529.10	523.20	379.20	331.00	519.20	506.00
Clerks	526.10	509.80	430.90	376.80	465.40	417.70
Salespersons and personal service workers	527.30	447.80	404.20	279.60	473.00	347.10
Plant and machine operators, and drivers	551.50	534.30	357.50	336.50	523.10	503.00
Labourers and related workers	467.70	419.20	374.00	265.60	442.70	356.50
All occupations(a)	581.30	550.90	459.50	367.80	541.50	474.60

(a) Includes occupations not separately classified.

TABLE 3. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1989

Occupation (ASCO major group) (a)	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
MALES				
Professionals	638.30	37.4	662.10	38.2
Para-professionals	577.10	37.9	627.00	40.0
Tradespersons	456.60	37.9	533.50	41.8
Clerks	473.80	37.4	505.90	39.0
Salespersons and personal service workers	478.20	38.6	493.90	39.5
Plant and machine operators, and drivers	445.40	37.9	551.70	43.9
Labourers and related workers	403.40	37.9	468.30	41.7
All occupations(b)	482.80	37.9	543.90	41.1
FEMALES				
Professionals	565.80	36.9	578.60	37.4
Para-professionals	539.40	38.0	550.50	38.5
Tradespersons	357.80	38.1	372.90	39.1
Clerks	418.30	37.5	428.10	38.0
Salespersons and personal service workers	394.90	38.2	403.80	38.7
Plant and machine operators, and drivers	331.00	37.6	356.60	39.3
Labourers and related workers	348.90	37.6	373.50	39.3
All occupations(b)	436.50	37.6	449.70	38.3
PERSONS				
Professionals	605.60	37.1	624.40	37.9
Para-professionals	564.60	37.9	601.50	39.5
Tradespersons	450.20	37.9	523.10	41.6
Clerks	437.30	37.5	454.80	38.4
Salespersons and personal service workers	438.20	38.4	450.60	39.2
Plant and machine operators, and drivers	428.60	37.9	523.00	43.2
Labourers and related workers	388.70	37.8	442.70	41.0
All occupations(b)	466.50	37.7	510.90	40.1

(a) Employees classified to ASCO Major Group Managers and administrators are not shown separately in this table. See paragraph 10 of the Explanatory Notes. (b) Includes occupations not separately classified.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1989

Average weekly total earnings (\$)									
Average weekly ordinary time earnings									
	Award or agreed base rate of pay	Payment by measured result	Overaward and other pay	Total ordinary time	Overtime	Total	Average weekly hours paid for		
PRIVATE SECTOR									
<i>Adult-</i>									
Males	435.90	11.20	16.00	463.20	71.90	535.10	38.0	3.9	41.9
Females	391.60	3.20	9.60	404.40	15.10	419.50	37.8	1.0	38.8
Persons	421.10	8.50	13.90	443.50	52.80	496.30	38.0	2.9	40.9
<i>Junior-</i>									
Males	236.20	0.80	5.10	242.10	21.60	263.70	37.9	2.0	39.9
Females	239.30	*0.60	3.40	243.30	7.70	251.00	37.9	0.7	38.7
Persons	237.70	0.70	4.30	242.60	14.90	257.60	37.9	1.4	39.3
PUBLIC SECTOR									
<i>Adult-</i>									
Males	513.60	*1.40	3.80	518.80	41.40	560.20	37.5	2.0	39.5
Females	484.90	*0.10	0.80	485.80	10.20	496.00	37.1	0.5	37.6
Persons	502.70	0.90	2.70	506.30	29.70	536.00	37.4	1.4	38.8
<i>Junior-</i>									
Males	270.20	*1.10	1.60	272.90	*9.40	282.30	37.6	0.8	38.4
Females	267.70	0.00	*0.50	268.10	6.10	274.20	37.5	0.5	38.0
Persons	268.80	*0.50	1.00	270.30	7.60	277.90	37.6	0.6	38.2
TOTAL									
<i>Adult-</i>									
Males	463.20	7.80	11.80	482.70	61.20	543.90	37.9	3.2	41.1
Females	428.40	2.00	6.10	436.50	13.20	449.70	37.6	0.8	38.3
Persons	451.00	5.70	9.80	466.50	44.30	510.90	37.7	2.4	40.1
<i>Junior-</i>									
Males	241.10	0.80	4.60	246.50	19.90	266.40	37.9	1.8	39.7
Females	244.40	*0.50	2.90	247.80	7.40	255.20	37.9	0.7	38.6
Persons	242.70	0.70	3.70	247.10	13.80	260.90	37.9	1.3	39.1

TABLE 5. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1989  
(dollars)

	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Private sector	711.10	510.90	670.20
Public sector	880.00	774.30	861.60
<b>Total</b>	<b>741.10</b>	<b>550.50</b>	<b>703.20</b>

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
ADULT MALES				
Mining	644.60	37.5	798.20	44.6
Manufacturing	446.80	37.7	537.80	42.8
Food, beverages and tobacco	424.60	37.7	507.90	42.4
Textiles; Clothing and footwear	398.80	38.3	500.90	44.7
Paper, paper products, printing and publishing	492.40	37.1	581.50	41.2
Chemical, petroleum and coal products	541.70	37.6	630.40	42.0
Metal products, machinery and equipment	454.10	37.7	545.40	42.8
Basic metal products	506.30	37.7	621.80	43.8
Fabricated metal products; Other machinery and equipment	440.50	37.8	522.30	42.5
Transport equipment	438.80	37.6	529.00	42.5
Other manufacturing	408.50	37.9	504.00	43.4
Electricity, gas and water	517.00	37.0	564.80	39.3
Construction	487.30	38.0	576.00	42.3
Wholesale and retail trade	435.80	38.4	473.50	40.6
Wholesale trade	459.10	38.1	507.10	40.8
Retail trade	408.60	38.7	435.10	40.3
Transport and storage	486.20	38.3	571.30	42.9
Communication	484.20	36.8	542.50	39.6
Finance, property and business services	515.90	38.1	542.80	39.6
Public administration and defence	493.20	37.4	519.10	38.7
Community services	537.70	37.7	563.00	38.7
Recreation, personal and other services	437.80	38.6	463.40	40.1
Total all industries	482.70	37.9	543.90	41.1
ADULT FEMALES				
Mining	493.10	38.4	537.30	41.0
Manufacturing	371.60	37.6	397.80	39.3
Food, beverages and tobacco	374.50	37.6	402.90	39.5
Textiles; Clothing and footwear	329.70	37.4	347.60	38.8
Paper, paper products, printing and publishing	415.60	37.5	443.10	39.1
Chemical, petroleum and coal products	437.80	37.1	462.10	38.4
Metal products, machinery and equipment	382.10	37.7	413.20	39.7
Basic metal products	418.60	37.5	447.20	39.2
Fabricated metal products; Other machinery and equipment	385.60	37.7	414.40	39.5
Transport equipment	359.10	37.8	397.70	40.4
Other manufacturing	353.00	37.9	383.10	39.9
Electricity, gas and water	457.50	36.5	468.30	37.1
Construction	403.90	38.7	415.60	39.4
Wholesale and retail trade	377.60	38.2	389.30	39.0
Wholesale trade	413.60	38.0	426.50	38.8
Retail trade	352.40	38.3	363.50	39.0
Transport and storage	428.90	38.7	450.70	39.9
Communication	430.40	36.2	442.60	36.8
Finance, property and business services	442.70	37.6	452.00	38.1
Public administration and defence	452.70	36.5	461.40	36.9
Community services	495.40	37.3	503.70	37.7
Recreation, personal and other services	381.60	38.4	399.40	39.6
Total all industries	436.50	37.6	449.70	38.3

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989 —continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
ADULT PERSONS				
Mining	631.50	37.6	775.70	44.3
Manufacturing	427.70	37.7	502.20	41.9
Food, beverages and tobacco	412.50	37.7	482.60	41.7
Textiles; Clothing and footwear	354.00	37.7	401.50	40.8
Paper, paper products, printing and publishing	468.60	37.2	538.70	40.6
Chemical, petroleum and coal products	510.50	37.5	579.80	40.9
Metal products, machinery and equipment	441.20	37.7	521.80	42.2
Basic metal products	499.60	37.7	608.40	43.5
Fabricated metal products; Other machinery and equipment	428.20	37.8	498.10	41.8
Transport equipment	426.30	37.7	508.30	42.1
Other manufacturing	399.20	37.9	483.70	42.8
Electricity, gas and water	511.90	37.0	556.60	39.1
Construction	479.30	38.1	560.60	42.0
Wholesale and retail trade	416.40	38.5	445.40	40.1
Wholesale trade	446.40	38.1	484.70	40.3
Retail trade	386.60	38.5	407.10	39.8
Transport and storage	477.00	38.4	551.90	42.4
Communication	471.60	36.7	519.10	39.0
Finance, property and business services	477.50	37.8	495.10	38.8
Public administration and defence	478.10	37.0	497.50	38.1
Community services	513.50	37.5	529.10	38.2
Recreation, personal and other services	412.50	38.5	434.60	39.9
Total all industries	466.50	37.7	510.90	40.1
JUNIOR MALES				
Mining	370.10	35.4	412.80	38.2
Manufacturing	242.20	37.5	267.60	39.8
Food, beverages and tobacco	251.40	37.5	267.80	38.9
Textiles; Clothing and footwear	229.70	37.9	271.80	41.7
Paper, paper products, printing and publishing	254.40	37.8	275.80	39.7
Chemical, petroleum and coal products	315.90	35.3	377.70	39.2
Metal products, machinery and equipment	247.50	37.5	274.70	39.9
Basic metal products	279.70	37.8	312.60	40.3
Fabricated metal products; Other machinery and equipment	230.70	36.9	253.10	39.0
Transport equipment	265.70	38.3	299.50	41.3
Other manufacturing	217.90	37.6	238.90	39.8
Electricity, gas and water	278.60	36.9	303.10	38.4
Construction	282.70	37.9	304.50	39.7
Wholesale and retail trade	222.00	38.1	241.10	40.0
Wholesale trade	229.30	38.3	253.30	40.7
Retail trade	220.20	38.0	237.10	39.7
Transport and storage	257.70	38.4	275.30	40.3
Communication	295.00	36.7	303.40	37.3
Finance, property and business services	269.10	38.3	279.60	39.2
Public administration and defence	252.00	37.4	260.60	38.3
Community services	285.50	38.1	293.70	38.7
Recreation, personal and other services	231.20	38.6	254.80	41.1
Total all industries	246.50	37.9	266.40	39.7

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989 —continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours paid for	Earnings(\$)	Hours paid for
JUNIOR FEMALES				
Mining	234.90	37.8	244.10	38.9
Manufacturing	229.30	37.5	237.60	38.4
Food, beverages and tobacco	230.90	38.3	245.10	39.5
Textiles; Clothing and footwear	239.30	37.4	244.50	38.0
Paper, paper products, printing and publishing	224.40	37.7	227.30	38.0
Chemical, petroleum and coal products	183.30	38.4	190.00	39.0
Metal products, machinery and equipment	223.40	37.4	236.20	38.5
Basic metal products	275.60	37.4	275.60	37.4
Fabricated metal products; Other machinery and equipment	216.50	37.6	220.40	38.1
Transport equipment	236.50	36.6	282.40	40.2
Other manufacturing	238.00	36.9	246.80	38.0
Electricity, gas and water	279.10	36.9	280.20	37.0
Construction	243.10	38.5	246.70	38.9
Wholesale and retail trade	233.60	38.2	242.10	39.0
Wholesale trade	262.30	38.8	270.40	39.5
Retail trade	226.50	37.8	235.00	38.6
Transport and storage	267.30	38.0	289.10	39.8
Communication	267.20	36.5	267.20	36.5
Finance, property and business services	264.70	37.7	271.40	38.3
Public administration and defence	263.40	36.5	268.60	36.9
Community services	260.00	38.0	264.60	38.4
Recreation, personal and other services	210.80	39.3	217.00	40.0
Total all industries	247.80	37.9	255.20	38.6
JUNIOR PERSONS				
Mining	318.60	36.3	348.60	38.5
Manufacturing	238.70	37.5	259.40	39.4
Food, beverages and tobacco	245.80	37.7	261.60	39.1
Textiles; Clothing and footwear	236.20	37.6	253.50	39.2
Paper, paper products, printing and publishing	241.30	37.7	254.50	38.9
Chemical, petroleum and coal products	261.40	36.6	300.60	39.1
Metal products, machinery and equipment	243.80	37.4	268.80	39.6
Basic metal products	279.50	37.8	310.60	40.2
Fabricated metal products; Other machinery and equipment	228.00	37.0	246.90	38.8
Transport equipment	262.30	38.1	297.50	41.2
Other manufacturing	221.60	37.5	240.30	39.4
Electricity, gas and water	278.70	36.9	296.10	38.0
Construction	278.20	38.0	297.90	39.6
Wholesale and retail trade	227.10	38.2	241.50	39.6
Wholesale trade	242.30	38.5	260.10	40.2
Retail trade	223.10	37.9	236.10	39.2
Transport and storage	263.00	38.2	283.00	40.0
Communication	282.30	36.6	286.80	36.9
Finance, property and business services	265.90	37.9	273.60	38.6
Public administration and defence	258.10	36.9	264.90	37.5
Community services	264.70	38.0	269.90	38.5
Recreation, personal and other services	217.80	39.1	230.00	40.4
Total all industries	247.10	37.9	260.90	39.1

## APPENDIX A EXPLANATORY NOTES

### Introduction

This publication contains preliminary estimates from a sample survey conducted in May 1989. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1989* (6306.0).

### Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 9,700 employers is selected from the ABS register of businesses to ensure adequate state and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 12 employees are required to complete details for every employee, while those with 12 or more employees are required to select a random sample of their employees, in accordance with

instructions supplied by the ABS. Data for approximately 70,200 employees were obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,222,900 male and 2,429,900 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

### Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.

ASIC code		
Sub-		
Division	division	Title
B		Mining
C		Manufacturing
	21	Food, beverages and tobacco
	23,24	Textiles; Clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; Other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F		Wholesale and retail trade
	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)
		Total

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

### Occupation

9. Occupation is classified to the Australian Standard Classification of Occupations (ASCO).

10. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined by the employer. Estimates for employees with manager status include employees classified to

ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

11. Details of ASCO can be found in *ASCO: Statistical Classification — First Edition* (1222.0) and an *Information Paper: ASCO — Australian Standard Classification of Occupations: Introduction to ASCO Publications — First Edition* (1221.0) which were released in September 1986.

#### Comparability of results

12. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981. In addition, care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0) as a different sample design and survey methodology are used.

13. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

14. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

#### Reliability of estimates

15. For information on the reliability of estimates see the Technical Note (Appendix B).

#### Related publications

16. Users may also wish to refer to the following publications which are available on request:

*Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)

*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — issued annually

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Earnings and Hours of Employees, Australia* (6304.0) — issued annually

*Weekly Earnings of Employees (Distribution), Australia, August, Preliminary* (6309.0) and the final publication

(6310.0), containing results of household surveys conducted annually

*Job Vacancies and Overtime, Australia* (6354.0) — issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*The Labour Force, Australia* (6203.0) — issued monthly

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*.

17. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Unpublished statistics

18. As well as the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Generally a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *phone inquiries* section in the Inquiries box at the front of this publication.

#### Symbols and other usages

\* relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix B).

19. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

20. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

#### Electronic services

VIATEL Key \*656# for selected current economic, social and demographic statistics.

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## APPENDIX B TECHNICAL NOTE

### Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate — see paragraph 4 below).

### Reliability of estimates

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$280 to \$300 is 1.3 per cent of the total number of male

employees (see Table 1). This represents approximately 40,000 males. Table A shows the standard error of the Australian estimate of 40,000 to be 7.6 per cent or 3,050 employees. There are about two chances in three that a complete collection would give a figure within the range 36,950 to 43,050 and about nineteen chances in twenty that the figure would be within the range 33,900 to 46,100.

6. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows: Table 4 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$61.20. Table B shows the approximate relative standard error for this estimate to be 2.3 per cent (i.e. about \$1.40). There are about two chances in three that a complete collection would give a figure within the range \$59.80 to \$62.60 and about nineteen chances in twenty that the figure would be within the range of \$58.40 to \$64.00.

7. The following notes give indications of relative standard errors which are not covered directly by the tables.

*Occupations.* Relative standard errors for estimates which appear in Tables 2 and 3 are generally less than 7 per cent.

*Private/public sector.* Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

*Full-time adult employees.* Relative standard errors are approximately the same as for full-time adult non-managerial employees (Table B).

*Full-time adult managerial employees.* Relative standard errors are slightly higher than those for full-time adult non-managerial employees (Table B).

*Average weekly hours paid for.* Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1989

Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)	Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)
500	220	44.4	70,000	4,100	5.9
1,000	370	37.1	80,000	4,410	5.5
2,500	680	27.0	90,000	4,700	5.2
5,000	1,010	20.3	100,000	4,980	5.0
10,000	1,480	14.8	150,000	6,260	4.2
20,000	2,130	10.6	200,000	7,400	3.7
30,000	2,630	8.8	1,000,000	21,740	2.2
40,000	3,050	7.6	2,000,000	38,040	1.9
50,000	3,430	6.9	3,000,000	54,570	1.8
60,000	3,780	6.3	4,000,000	71,680	1.8

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1989  
(per cent)

Average weekly total earnings									
Average weekly ordinary time earnings									
Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total	Average weekly hours paid for			
						Ordinary time	Overtime	Total	
<i>Adult-</i>									
Males	0.5	9.7	4.0	0.5	2.3	0.5	0.1	2.2	0.2
Females	0.5	14.4	5.6	0.4	5.5	0.5	0.1	4.9	0.2
Persons	0.4	8.8	3.8	0.4	2.2	0.4	0.1	2.1	0.1
<i>Junior-</i>									
Males	1.2	18.7	13.3	1.1	8.3	1.3	0.3	7.9	0.5
Females	1.2	40.8	13.4	1.3	11.9	1.4	0.3	11.9	0.3
Persons	0.9	19.3	9.8	0.9	7.3	1.0	0.2	7.0	0.3

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY ORDINARY TIME EARNINGS AND AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989  
(per cent)

Industry	Adults						Juniors					
	Males		Females		Persons		Males		Females		Persons	
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings
Mining	1.8	1.4	3.4	2.7	1.8	1.4	7.2	10.2	10.5	9.4	8.7	10.7
Manufacturing	0.9	0.8	1.0	1.3	0.8	0.8	1.9	2.4	2.0	2.1	1.6	1.9
Food, beverages and tobacco	0.7	1.8	1.3	1.7	0.6	1.6	6.6	6.6	6.4	7.5	5.5	5.6
Textiles; Clothing and footwear	2.3	2.3	1.4	2.6	1.1	2.4	3.8	4.9	3.1	2.6	3.3	2.3
Paper, paper products, printing and publishing	1.4	1.9	2.1	1.8	0.8	1.5	3.5	3.9	3.8	4.2	3.0	3.6
Chemical, petroleum and coal products	2.2	1.6	2.3	2.5	1.9	1.5	7.5	10.7	11.4	11.3	13.1	16.5
Metal products, machinery and equipment	1.7	1.3	2.3	2.3	1.6	1.2	2.8	3.6	3.5	4.8	2.7	3.4
Basic metal products	1.5	2.0	3.8	2.6	1.6	2.0	4.3	4.8	17.6	17.6	4.2	4.7
Fabricated metal products; Other machinery and equipment	3.3	2.3	3.0	3.0	3.0	1.9	3.9	4.8	3.6	3.6	3.6	4.3
Transport equipment	1.1	1.2	3.6	4.3	1.1	1.5	3.5	4.9	8.2	12.9	3.2	4.3
Other manufacturing	1.3	1.6	1.6	1.9	1.2	1.5	2.8	4.1	7.5	7.2	2.6	3.3
Electricity, gas and water	0.7	1.0	3.3	3.3	0.6	0.8	4.9	8.1	4.8	4.8	4.0	6.0
Construction	1.5	2.3	5.9	6.1	1.8	2.5	4.2	4.4	8.7	8.9	4.2	4.4
Wholesale trade	1.9	1.6	1.8	1.6	1.7	1.5	2.6	3.2	2.9	3.6	2.3	2.3
Retail trade	1.3	1.6	0.7	0.8	1.0	1.2	2.8	3.4	1.4	1.6	1.7	2.2
Transport and storage	1.0	1.2	3.0	3.2	1.1	1.4	5.5	4.6	4.2	5.3	3.5	3.7
Communication	1.8	1.6	0.8	1.1	1.4	1.2	6.7	6.8	13.1	13.1	5.2	5.6
Finance, property and business services	2.1	1.7	1.1	1.1	1.3	1.1	1.7	1.6	2.9	3.1	2.2	2.3
Public administration and defence	1.3	1.3	1.4	1.3	1.0	1.0	6.0	6.7	3.3	3.5	3.6	3.9
Community services	2.5	2.6	0.6	0.7	1.0	1.1	4.5	3.9	3.3	3.3	3.0	3.0
Recreation, personal and other services	1.5	1.7	2.4	2.4	1.2	1.3	3.6	3.6	5.5	5.9	4.0	4.3
Total all industries	0.5	0.5	0.4	0.5	0.4	0.4	1.1	1.3	1.3	1.4	0.9	1.0

## APPENDIX C

### GLOSSARY

#### Earnings

*Award pay or agreed base rate of pay* refers to the award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

2. *Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

3. *Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission, etc.).

4. *Other pay* refers to ordinary time earnings not included in award or agreed base rate of pay, allowances under award, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

5. *Weekly ordinary time earnings* of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

6. *Weekly overtime earnings* of employees refers to payment for hours in excess of award, standard or agreed hours of work.

7. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

#### Employees

8. *Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

9. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time* employees are those who are not *full-time* employees as defined.

10. *Adult employees* are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior* employees are all other employees.

11. *Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial* employees are those who are not managerial employees as defined.

#### Hours

12. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

13. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

14. *Weekly hours paid for* refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

#### Industry

15. *Industry* is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

#### Occupation

16. *Occupation* is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 11).

#### Other

17. *Reference period* for the survey refers to the last pay period ending on or before 19 May 1989.

18. *Sector*. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State

Parliaments. All remaining employees are classified as private sector.

19. *Mean (or average) earnings* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

20. *Median earnings* refers to the amount which divides the distribution into two equal groups of employees, one

half having amounts below the median and the other half having amounts above it.

21. *Percentiles* refer to any of a hundred divisions of an earnings or an hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.



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